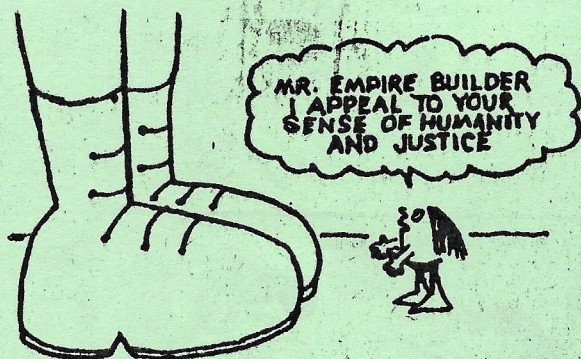


FSA NEWSLETTER



DECEMBER
1981



CIEA NEWS

BCIT is working out a formula for joining CIEA. This is a timely addition as VCC has withdrawn, finding CIEA too union-minded for their liking.

Capilano, a non-member, has suggested working with CIEA on a media campaign over college cuts. Such a campaign would be expensive and would require additional funding. Presidents of college faculty unions will meet to discuss the proposal.

CIEA material is on file in the LRC in Abbotsford and Chilliwack.

COLLEGE ALPHABET: DACs

DACs = Divisional Allocation Committees. There are four such committees, one each for the Division of Instruction, Continuing Education, Business Office, and Student Services. The Joint Professional Development Committee has delegated to the DACs the job of receiving and deciding upon all applications for in-service PD (under 14 days). To apply for in-service PD, pick up an information kit from the receptionist at the main switchboard at either campus. Applicants should be aware that, in addition to the guidelines laid out in the PD Handbook, each DAC may also have additional guidelines and procedures of their own. Make sure your DAC has kept you informed of these extra guidelines or procedures!

At its 1 November 1981 meeting Executive decided that the Union position on DACs was:

that where both faculty and staff were included in a DACs division, both should be represented on the DAC.

that only members of the bargaining unit should be on them as supervisors have adequate input elsewhere in the process.

that elections should be by secret ballot.

that each application should be treated on its merits.

DENTAL PLAN, OR THE CHRISTMAS BITE

At the Wednesday, December 2nd, Executive meeting, the following motion was passed.

"That we inform MSA of our conditional acceptance of premium adjustment B as outlined in the letter of November 24, 1981. This acceptance is subject to the approval of the membership within 60 days."

Notes: Approval is to be sought at a General Meeting in the New Year. Information and documentation will be circulated beforehand.

How did this come about? The carrier, MSA, came to the Business Office in late November with their analysis of our first year costs. Apparently we have been running at about 200%, or twice the level, of the premium income. In other words, for every \$1 we put into the plan, MSA has been paying out about \$2 in claims. According to other groups, MSA had expected about 120% in claims over premiums (they had expected to pay out about \$1.20 for each \$1 we put in). The MSA people explained that if we didn't increase the premiums, they could not continue to carry us. They presented two options. Executive picked the one which seemed most reasonable. The effect will be an approximately 50% increase in the premiums beginning in January, but, because we prepay by one month, you will see the difference in the December cheque.

Why did executive make this choice? There were several reasons.

First of all, we knew that the new rates were the result of (a) the large number of claims by our people, (b) an approximately 15% fee increase in dental fees last March, and (c) an expected dental fee increase of about 16% next March. We also knew that MSA does not make an exorbitant profit. They charge 9% to manage the fund, process and pay bills, etc. If there is a deficit (and there is), we make it up. If there is a profit beyond the 9%, we have the option of using it in various ways. For example,

if we accrued a profit we could use it to reduce premiums for a time or to freeze premiums until costs caught up with them. We also knew that the College will be monitoring the fund and checking out other options. By next fall we will be able to carefully compare the MSA option with several others and decide which we want. With the available information, Executive felt that the fee increases were not out of line. We also knew that with the early December payroll there was some pressure to decide quickly. So we did. But we did say that the decision is subject to your approval within 60 days. This means that there will be a vote on the decision within this time.

If you have any questions, get in touch with me.

Doug McDowell
Local 71, Abbotsford

GENERAL MEETING

Wednesday, January 13, 1982

STAY TUNED



The Galerie Saint Etienne

ARE YOU LISTENING



H U R R Y !

The Contract Sub-Committee on the lay-off clause will meet on Tuesday, January 5, 1982, in Room 502, Abbotsford, at 4:00 p.m. If you have suggestions as to:

- a) the interpretation of the existing clause,
- b) desirable changes in the clause for the new contract, or
- c) economies that might be alternatives to lay-offs,

SEND THEM TO JOCELYN CREIGH, ABBOTSFORD, BY THE END OF THIS SEMESTER.

NOTE: You are not in any danger of legal action. You are working through the Union, which accepts responsibility for any suggestions put forward. The Union is working via the negotiation process which is OKAY too.

EXECUTIVE CONCERN OVER
SIRR AND INSTRUCTIONAL POLICY DOCUMENTS

These documents should be "put on hold" until the FSA has consulted its lawyer, Executive feels. It appears that members of the bargaining unit may incur responsibilities and liabilities if the documents are adopted as they stand. Further information will be available after the lawyer has been consulted.



**There's nothing lonelier than being a
supervisor with no one to supervise.**

REMINDER FROM MEMBERS
FROM THE PD COMMITTEE

There is a budget of \$12,000 this year to pay for substitute salaries and benefits while you are taking in-service PD. As of Nov. 30, \$6,510.31 has been spent, leaving a balance of \$5,489.65. Note that out of the total expenditure so far on substitute salaries, 3.7% has been spent on staff substitutes and 96.3% on faculty substitute salaries. It is important that everyone be aware (especially staff) that this budget is there for your use and that you should not be denied a legitimate PD activity just because a substitute would be required.

